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| **1 Your employer’s workplace agreement or policy** | **Yes** | **No** |
| Does the employer’s health and safety policy or workplace agreement recognise that there are sex and gender differences in occupational safety and health (OSH)? |  |  |
| Has gender-sensitive health and safety been discussed with the union?  |  |  |
| Does the agreement or policy commit the employer to addressing diversity in OSH?  |  |  |
| Does the workplace agreement / policy commit the employer to consulting with all workers and their representatives? – male and female, full-time and part-time, permanent and temporary, about OSH issues including risk assessments? |  |  |
| **2 Your union policy** |
| Does your union policy recognise that there are sex and gender differences in occupational safety and health? |  |  |
| Have you discussed gender-sensitive health and safety at your Branch meetings or at meetings of safety reps or equality reps? |  |  |
| Has the union discussed gender-sensitive health and safety with the employer? |  |  |
| Does your union policy commit the union to consulting all members – male and female, full-time and part-time, permanent and temporary, about OSH issues including risk assessments? |  |  |
| **3 Health and safety management** |
| Are women as well as men involved in health and safety management in the workplace? |  |  |
| Is there an appropriate gender balance on the Joint Health and Safety Committee (JHSC) or other consultative structures? |  |  |
| Are all sections of the workforce represented on the JHSC or other consultative structures? |  |  |
| Are health and safety issues and priorities of concern to women regularly discussed at the JHSC or other consultative structures, and are they taken seriously? |  |  |
| Are the employer’s occupational health and safety advisors / managers aware of sex and gender differences affecting men’s and women’s health and safety at work? |  |  |
| Does the employer include gender awareness for all staff as part of their health and safety training, and in other training, such as inductions? |  |  |
| **4 Safety Reps and Equality Reps** |
| Do all sections of the workforce, including predominantly female occupational groups, have access to a union safety rep? |  |  |
| Does this include part-time workers and temporary staff? |  |  |
| Do union Safety Reps regularly consult with women members as well as men about their health and safety concerns? |  |  |
| Are women members’ concerns and priorities adequately reflected in the workplace health and safety agenda? |  |  |
| Are there any women safety reps in the workplace? |  |  |
| Do women safety reps attend JHSC/consultative meetings? |  |  |
| Does the union/branch have a policy of encouraging more women members to become safety reps and equality reps? |  |  |
| Do equality reps (if you have them) also discuss health and safety-related issues such as work-life balance, maternity protection, harassment or stress with the employer? If so, are these also discussed jointly with safety reps and union negotiators? |  |  |
| Does your union include gender awareness in their Safety Rep training? |  |  |
| Does your union offer health and safety courses for women representatives? |  |  |
| **5 Risk assessment and prevention** |
| Are risk assessments carried out and implemented by the employer? |  |  |
| If so, do risk assessments take account of sex and gender differences? |  |  |
| Are women as well as men consulted about risk assessments? |  |  |
| Are reproductive health risks to both men and women adequately assessed? |  |  |
| Are risk assessments relating to expectant, new and nursing mothers (and the unborn or breastfeeding child) carried out properly and in good time? |  |  |
| Do employers provide a private space for breastfeeding mothers to express milk, and also provide a safe and hygienic place for the milk to be stored? |  |  |
| Are any special reproductive health concerns of women and men such as work-related issues relating to fertility, prostate cancer, menstruation, menopause, breast cancer or hysterectomy adequately addressed? |  |  |
| Are risks of violence – including concerns about working alone on site or late into the evening, and access to safe parking – or workrelated stress to women and men adequately addressed through risk assessment? |  |  |
| Are sex and gender differences taken into account in COSHH and manual handling risk assessments and in assessments of postural problems including prolonged standing or sitting |  |  |
| **6 Sickness absence management and investigation** |
| Does the employer have a sickness absence management policy or workplace agreement? |  |  |
| Does the policy and practice ensure that any work-related health problems are properly investigated with a review of risk assessments where necessary? |  |  |
| Are members and union safety reps involved in any investigations? |  |  |
| Are members satisfied that the sickness absence management workplace agreement or policy is fair and non-discriminatory? |  |  |
| **7 Reporting and monitoring procedures** |
| Are all accidents and incidents regularly reported and reviewed, including near misses and work-related health problems (and those that may be made worse by work)? |  |  |
| Are all accident and ill health statistics systematically reviewed at JHSC/consultative meetings? |  |  |
| Is sex-disaggregated data (showing men and women separately) on accidents and ill health routinely collected? |  |  |
| Does the data differentiate not only between women and men but also between different jobs and job levels and between different shift patterns? |  |  |
| Are trends in the ill-health statistics analysed as well as trends in accidents and near misses? |  |  |
| Are all workers aware of the importance of reporting work-related ill health and health problems made worse by work, as well as accidents and near misses? |  |  |
| Does the union carry out any confidential surveys of members’ health and safety concerns, and if so, are all members consulted? |  |  |
| Do union surveys allow the union to differentiate between men’s and women’s responses in the questionnaire design, analysis and findings? |  |  |
| Are the findings of any surveys reported and discussed with management, with feedback to all members? |  |  |
| Are women’s and men’s health and safety concerns and priorities treated equally seriously by the union and by management in these discussions? |  |  |
| Does the Union’s bargaining agenda reflect member’s gender specific concerns? |  |  |
| Do the employer and trade union have the necessary negotiating machinery in place to consult and negotiate on health and safety changes and gender equality? |  |  |
| **8 Any other issues identified specific to your workplace?** |
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